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PERSONNEL*(Material for OPM)*

(d) The Deputy Director concerned is responsible for recommending to the Director of Personnel those individuals who serve under circumstances warranting NCPP, or continuing it under unusual circumstances, and for requesting the termination of NCPP when an individual no longer meets the eligibility requirements.

(e) The Director of Personnel is responsible for approving the granting, continuation under unusual circumstances, or termination of NCPP.

(f) The Chief, Contract Personnel Division is responsible for

- (1) upon receipt of an approved request for NCPP or its termination, making provision therefore in the Letter of Authorization for a staff agent or career associate;
- (2) providing the Office of Finance with documentation to begin or terminate the additional compensation.

(8) HAZARD PAY DIFFERENTIAL FOR GENERAL SCHEDULE EMPLOYEES

(a) Definitions

- (1) Hazard Pay differential means additional pay for the performance of irregular or intermittent hazardous duty or duty involving physical hardship.
- (2) Physical hardship is duty which may not in itself be hazardous but which causes physical discomfort or distress and which is not adequately alleviated by protective or mechanical devices.
- (3) Hazardous duty is duty performed under circumstances in which an accident could result in serious injury or death.

(b) Policy

- (1) Eligibility for hazard pay differential is limited to full-time, part-time and intermittent employees serving in General Schedule positions.

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- (2) Hazard pay differential is paid only for hazardous duty or duty involving physical hardship listed in the attached schedule to this regulation, at the rate designated. It will be computed on the basis of an employee's basic pay and will be paid in addition to any other compensation the employee earns under other statutory authority. If an employee is paid at a retained rate, that rate of pay is the basic compensation for computing hazard pay.
- (3) The hazard pay differential will not be paid to any General Schedule employee who performs a duty listed on the attached schedule when such duty (a) constitutes an element that was used in determining the grade of the position; and (b) is regularly assigned to the employee.
- (4) The hazard pay differential is not subject to the limitation on other types of premium pay cited in this regulation whereby the total aggregate salary for an employee cannot exceed the maximum basic rate for GS-15.
- (5) When an employee performs duty for which a hazard pay differential is authorized during any portion of the regularly scheduled daily tour of duty (including regularly scheduled overtime), the employee shall be paid the hazard pay differential for the entire daily tour of duty.
- (6) When an employee for whom the first 40 hours of work is the basic workweek performs duty for which a hazard pay differential is authorized during any period of continuous service, extending over two days, the employee shall be paid the

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differential for the entire period of continuous service during which the hazardous duty or duty involving physical hardship is performed.

- (7) The payment of hazard pay differential will be discontinued when adequate safety precautions are taken that reduce the degree of risk to a negligible level.
- (8) The Agency will adhere to Federal pay regulations and schedules and rates of compensation as they apply to premium pay for irregular or intermittent duty involving physical hardship or hazard.

(c) Responsibilities

- (1) Operating officials and supervisory personnel are responsible for
  - (a) recognizing duties performed by employee for which hazard pay differential is authorized under the provisions set forth in this regulation;
  - (b) submitting proposals for such payment through appropriate administrative channels to the Director of Personnel;
  - (c) certifying that employees performed irregular or intermittent duty qualifying for hazard pay differential as an attachment to the time and attendance report.
- (2) The Director of Personnel shall approve or reject requests for payment of hazard pay differential, and shall ensure that the hazard pay differential is applied with consistency and equity on an Agency-wide basis.

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(d) Reporting. Whenever an employee is entitled to hazard pay differential, the responsible operating official or supervisor shall attach the following completed certificate to the appropriate time and attendance report and submit through channels to the Office of Finance at the end of a pay period in which the hazardous duty was performed.

CERTIFICATE OF ELIGIBILITY  
HAZARD PAY DIFFERENTIAL

This is to certify that \_\_\_\_\_ was exposed to \_\_\_\_\_ or participated in \_\_\_\_\_ qualifying for hazard pay differential of \_\_\_\_\_ percent in accordance with the prescribed schedule on each of the following days during the pay period from \_\_\_\_\_ to \_\_\_\_\_.

\_\_\_\_\_  
Certifying Official

SCHEDULE OF PAY DIFFERENTIALS AUTHORIZED FOR IRREGULAR OR  
INTERMITTENT HAZARDOUS DUTY

Irregular or intermittent duty	Rate of hazard pay differential
Percent	
<b>Exposure to hazardous weather or terrain:</b>	
(1) <i>Work in rough and remote terrain.</i> When working on cliffs, narrow ledges, or near vertical mountainous slopes where a loss of footing would result in serious injury or death, or when working in areas where there is danger of rock falls or avalanches.	25
(2) <i>Traveling under hazardous conditions.</i> (a) When travel over secondary or unimproved roads to isolated mountain top installations is required at night, or under adverse weather conditions (such as snow, rain, or fog) which limits visibility to less than 100 feet, when there is danger of rock, mud, or snow slides.	25
(b) When travel in the wintertime, either on foot or by means of vehicle, over secondary or unimproved roads or snow trails, in sparsely settled or isolated areas to isolated installations is required when there is danger of avalanches, or during "white-out" phenomenon which limits visibility to less than 10 feet.	25
(c) When work or travel in sparsely settled or isolated areas results in exposure to temperatures and/or wind velocity shown to be of considerable danger, or very great danger, on the windchill chart (appendix A-1), and shelter (other than temporary shelter) or assistance is not readily available.	25
(3) <i>Snow or ice removal operations.</i> When participating in snowplowing or snow or ice removal operations, regardless of whether on primary, secondary or other class of roads, when (a) there is danger of avalanche, or (b) there is danger of missing the road and falling down steep mountainous slopes because of lack of snow stakes, "white-out" conditions, or sloping ice-pack covering the snow.	25
(4) <i>Water search and rescue operations.</i> Participating as a member of a water search and rescue team in adverse weather conditions when winds are blowing at 35 m.p.h. (classified as gale winds) or in water search and rescue operations conducted at night.	25
(5) <i>Conducting craft tests.</i> Conducting craft tests to determine seakeeping characteristics of small craft in a seaway when U.S. Storm Warnings normally indicate unsafe seas for a particular size craft.	25
(6) <i>Hazardous boarding or leaving of vessel.</i> When duties (a), (b), or (c) are performed under adverse conditions of foul weather, or ice, or night and when the sea state is high (3 feet and above):	25
(a) Boarding or leaving vessels at sea or standing offshore during lightering or personnel transfer operations.	25
(b) Boarding, leaving or transferring equipment between small boats or rafts and steep, rocky or coral surrounded shorelines.	25
(c) Transferring equipment between a small boat and rudimentary dock by improvised or temporary facility such as an unfastened plank leading from boat to dock.	25
(7) <i>Conducting craft tests.</i> Conducting craft tests to determine seakeeping characteristics of small craft in a seaway when U.S. Storm Warnings normally indicate unsafe seas for a particular size craft.	25

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SCHEDULE OF PAY DIFFERENTIALS AUTHORIZED FOR IRREGULAR OR  
INTERMITTENT HAZARDOUS DUTY

Irregular or intermittent duty	Rate of hazard pay differential
	Percent
<b>Exposure to physiological hazards:</b>	
(1)(a) <i>Pressure chamber subjects.</i> Participating as a subject in diving research tests which seek to establish limits for safe pressure profiles by working in a pressure chamber simulating diving or, as an observer to the test or as a technician assembling underwater mock-up components for the test, when the observer or technician is exposed to high pressure gas piping systems, gas cylinders, and pumping devices which are susceptible to explosive ruptures.	25
→(b) Working in pressurized sonar domes. Performing checkout of sonar system after sonar dome has been pressurized. This may include such duties as changing transducer elements, setting of transducer turntables, checking of cables, piping, valves, circuits, underwater telephone, and pressurization plugs.	8
(c) Working in nonpressurized sonar domes that are a part of an underwater system. Performing certification of pretrial inspections, involving such duties as calibrating, adjusting, and photographing, and photographing equipment, in limited space and with limited egress.	4
(2) <i>Simulated altitude chamber subjects/observers.</i> Participating in simulated altitude studies ranging from 18,000 to 150,000 feet either as subject or as observer exposed to the same conditions as the subject.	25
(3) <i>Centrifuge subjects.</i> Participating as subject in centrifuge studies involving elevated G forces above the level of 5 G's whether or not at reduced atmospheric pressure.	25
(4) <i>Rotational flight simulator subject.</i> Participating as a subject in a rotational flight simulator in studies involving continuous rotation in one axis through 360° or in a combination of any axes through 360° at rotation rates greater than 15 r.p.m. for periods exceeding three minutes.	25
<b>Exposure to hazardous agents, work with or in close proximity to:</b>	
(1) <i>Explosive or incendiary materials.</i> Explosive or incendiary materials which are unstable and highly sensitive.	25
(2) <i>At-sea shock and vibration tests.</i> Arming explosive charges and/or working with, or in close proximity to, explosive armed charges in connection with at-sea shock and vibration tests of naval vessels, machinery, equipment and supplies.	25
(3) <i>Toxic chemical materials.</i> Toxic chemical materials when there is a possibility of leakage or spillage.	25
(4) <i>Fire retardant materials tests.</i> Conducting tests on fire retardant materials when the tests are performed in ventilation restricted rooms where the atmosphere is continuously contaminated by obnoxious odors and smoke which causes irritation to the eyes and respiratory tract.	25
(5) <i>Virulent biologicals.</i> Materials of micro-organic nature which when introduced into the body are likely to cause serious disease or fatality and for which protective devices do not afford complete protection.	25

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SCHEDULE OF PAY DIFFERENTIALS AUTHORIZED FOR IRREGULAR OR  
INTERMITTENT HAZARDOUS DUTY

<i>Irregular or intermittent duty</i>	<i>Rate of hazard pay differential</i>
<b>Participating in liquid missile propulsion tests and certain solid propulsion operations:</b>	
(1) <i>Tanking and detanking</i> . Tanking or detanking operations of a missile or the test stand "run" bottles with liquid propellants.	25
(2) <i>Hoisting a tanked missile</i> . Hoisting a tanked missile or a solid propellant propulsion system into and/or over the test stand.	25
(3) <i>Pressure tests</i> . Pressure tests on loaded missiles, missile tanks, or run bottles during prefire preparations.	25
(4) <i>Test stand tests</i> . Test stand operations on loaded missiles under environmental conditions where the high or low temperatures could cause a failure of a critical component.	25
(5) <i>Disassembly and breakdown</i> . Disassembly and breakdown of a contaminated missile system or test stand plumbing after test.	25
(6) <i>"Go" condition test stand work</i> . Working on any test stand above the 50-foot level or any stand work while the system is in a "go" condition.	25
(7) <i>Arming and dearming propulsion systems</i> . Arming, dearming or the installation and/or removal of any squib, explosive device, or a component thereof connected to, or part of, any live or potentially expended liquid or solid propulsion system.	25
(8) <i>Demolition and destruct tests</i> . Demolition, hazards classification, or destruct type tests where the specimen is nonstandard and/or unproven and the test techniques do not conform to standard or proven procedures.	25
<b>Work in fuel storage tanks:</b>	
When inspecting, cleaning or repairing fuel storage tanks where there is no ready access to an exit, under conditions requiring a breathing apparatus because all or part of the oxygen in the atmosphere has been displaced by toxic vapors or gas, and failure of the breathing apparatus would result in serious injury or death within the time required to leave the tank.	25
<b>Firefighting:</b>	
(1) <i>Forest and range fires</i> . Participating as a member of a firefighting crew in fighting forest and range fires on the fireline.	25
(2) <i>Equipment, installation, or building fires</i> . Participating as an emergency member of a firefighting crew in fighting fires of equipment, installations, or buildings.	25
(3) <i>In-water under-pier firefighting operations</i> . Participating in in-water under-pier firefighting operations (involving hazards beyond those normally encountered in firefighting on land, e.g., strong currents, cold water temperature, etc.).	25
<b>→Hot work:</b>	
Working in confined spaces wherein the employee is subject to temperatures in excess of 110 degrees Fahrenheit.	4

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SCHEDULE OF PAY DIFFERENTIALS AUTHORIZED FOR IRREGULAR OR  
INTERMITTENT HAZARDOUS DUTY

<i>Irregular or intermittent duty</i>	<i>Rate of hazard pay differential</i>
	<i>Percent</i>
<b>Work in open trenches:</b> Work in an open trench 15 feet or more deep until proper shoring has been installed.	25
<b>Underground work:</b> Work underground performed in the construction of tunnels and shafts, and the inspection of such underground construction, until the necessary lining of the shaft or tunnel has eliminated the hazard.	25
<b>Underwater duty:</b> (1) <i>Submerged submarine or deep research vehicle.</i> Duty aboard a submarine or deep research vehicle when it submerges. (2) <i>Diving.</i> Diving, including SCUBA (Self-Contained Underwater Breathing Apparatus) diving, required in scientific and engineering pursuits, or search and rescue operations, when: (a) At a depth of 20 feet or more below the surface; or, (b) Visibility is restricted; or, (c) In rapidly flowing or cold water; or, (d) Vertical access to the surface is restricted by ice, rock, or other structure; or, (e) Testing or working with hardware which presents special hazards (such as work with high voltage equipment or work with underwater mockup components in an underwater space simulation study).	25
<b>Sea duty aboard deep research vessels:</b> Participating in sea duty wherein the team member is engaged in handling equipment on or over the side of the vessel when the sea-state is high (12-knot winds and 3-foot waves) and the work is done on deck in relatively unprotected areas.	25
<b>Collection of aircraft approach and landing environmental data:</b> When operating or monitoring camera equipment adjacent to flight deck in the area of maximum hazard during landing sequence while conducting photographic surveys aboard aircraft carriers during periods of heavy aircraft operations.	25
<b>Experimental landing/recovery equipment tests:</b> Participating in tests of experimental or prototype landing and recovery equipment where personnel are required to serve as test subjects in spacecraft being dropped into the sea or laboratory tanks.	25
<b>Land impact or pad abort of space vehicle:</b> Actual participation in dearming and safing explosive ordnance, toxic propellant and high pressure vessels on vehicles that have land impacted or on vehicles on the launch pad that have reached a point in the countdown where no remote means are available for returning the vehicle to a safe condition.	25
<b>High work:</b> Working on any structure of at least 50 feet above the base level, ground, deck, floor, roof, etc., under open conditions, if the structure is unstable or if scaffolding guards or other suitable protective facilities are not used, or if performed under adverse conditions such as snow, sleet, ice on walking surfaces, darkness, lightning, steady rain, or high wind velocity.	25

**SCHEDULE OF PAY DIFFERENTIALS AUTHORIZED FOR IRREGULAR OR  
INTERMITTENT HAZARDOUS DUTY**

<i>Irregular or intermittent duty</i>	<i>Rate of hazard pay differential</i>
<i>Percent</i>	
<b>Flying, participating in:</b>	
(1) <i>Pilot proficiency training.</i> Flights for pilot proficiency training in aircraft new to the pilot under simulated emergency conditions which parallel conditions encountered in performing flight tests.	25
(2) <i>Delivery of new aircraft for flight testing.</i> Flights to deliver aircraft which has been prepared for one time flight without being test flown prior to delivery flight.	25
(3) <i>Test flights of new, modified, or repaired aircraft.</i> Test flights of a new or repaired aircraft or modified aircraft when the modification may affect the flight characteristics of the aircraft.	25
(4) <i>Reduced gravity—parabolic arc flights—subjects/observers.</i> Reduced gravity flight testing in an aircraft flying a parabolic flight path and providing a testing environment ranging from weightlessness up through +2 gravity conditions.	25
(5) <i>Launch and recovery.</i> Test flights involving launch and recovery aboard an aircraft carrier.	25
(6) <i>Limited control flights.</i> Flights undertaken under unusual and adverse conditions (such as extreme weather, maximum load or overload, limited visibility, extreme turbulence, or low level flights involving fixed or tactical patterns) which threaten or severely limit control of the aircraft.	25
(7) <i>Flight tests of expandable aircraft tires.</i> Landing to test aircraft tires designed to deflate upon retraction, undertaken to appraise the normal deflate-reinflate cycle and also to evaluate the capability to make a satisfactory landing with the tires deflated.	25
(8) <i>Landing and taking-off in polar areas.</i> Landing in polar areas on unprepared snow or ice surfaces and/or taking off under the same conditions.	25
<b>Experimental parachute jumps:</b>	
Participating as a jumper in field exercises to test and evaluate new types of jumping equipment and/or jumping techniques.	25
<b>Ground work beneath hovering helicopter:</b>	
Participating in ground operations to attach external load to helicopter hovering just overhead.	25
<b>→ Sling-suspended transfers:</b>	
When performance of duties requires transfer from a helicopter to a ship via a sling on the end of a steel cable or from a ship to another ship via a chair harness hanging from a high-line between the ships when both vessels are underway.	25
<b>Carrier suitability trials aboard aircraft carriers:</b>	
Participating in carrier suitability trials aboard aircraft carriers when work is performed on the flight deck during launch, recovery, and refueling operations.	25
<b>Cargo handling during lightering operations:</b>	
Off-loading of cargo and supplies from surface ships to Landing Craft-Medium (LCM) boats involving exposure not only to falling cargo but such other hazards as shifting cargo within the LCM, swinging cargo hooks, and possibility of falling between the LCM and cargo vessel. ←	25

*Pay for Irregular or Intermittent Duty Involving  
Physical Hardship or Hazard*

**WINDCHILL CHART**

Wind Speed (MPH)	Local temperature (°F)										
	32	23	14	5	-4	-13	-22	-31	-40	-49	-58
Calm											
5	29	20	10	1	-9	-18	-28	-37	-47	-56	-65
10	18	7	-4	-15	-26	-37	-48	-59	-70	-81	-92
15	13	-1	-13	-25	-37	-49	-61	-73	-85	-97	-109
20	7	-6	-19	-32	-44	-57	-70	-83	-96	-109	-121
25	3	-10	-24	-37	-50	-64	-77	-90	-104	-117	-130
30	1	-13	-27	-41	-54	-68	-82	-97	-109	-123	-137
35	-1	-15	-29	-43	-57	-71	-85	-99	-113	-127	-142
40	-3	-17	-31	-45	-59	-74	-87	-102	-116	-131	-145
45	-3	-18	-32	-46	-61	-75	-89	-104	-118	-132	-147
50	-4	-18	-33	-47	-62	-76	-91	-105	-120	-134	-148
Little danger			Considerable danger			Very great danger					
For properly clothed persons			Danger from freezing of exposed flesh								

(Appendix A, subpart I, part 155)

## (9) ENVIRONMENTAL PAY DIFFERENTIAL FOR PREVAILING RATE EMPLOYEES

(a) Definition. Environmental pay differential means additional pay for exposure to a hazard, physical hardship, or working conditions of an unusually severe nature.

(b) Policy.

- (1) Environmental pay differential is paid only for hazardous duty or duty involving physical hardship listed in FPM Supplement 532-1, Appendix J Parts I and II (hereafter referred to as I Appendix J and II Appendix J) at the rate designated.
- (2) Environmental pay differential is computed on the appropriate rate of pay for WG-10, step 2 at the percentage specified in Appendix J.
- (3) Environmental pay differential will be paid in addition to any other compensation the employee earns under statutory authority.
- (4) Eligibility for environmental pay differential is limited to full-time, part-time and intermittent WG, WL, WS and WP designated employees under the Federal Wage System.
- (5) Exposure to a hazard, physical hardship, or working condition of an unusually severe nature is not taken into consideration in the job grading process. Additional pay for exposure to these conditions is provided only through the environmental pay differential authorized by this section.

(c) Application.

- (1) When an employee performs duty for which environmental pay differential is authorized under I Appendix J, a minimum of

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one hour's differential shall be paid for each exposure. When more than one exposure occurs within the same hour the employee shall be paid for that exposure which results in the highest differential. When the exposure continues beyond one hour, the employee will be paid in quarter hour increments for each 15 minutes and portion thereof in excess of 15 minutes. After accounting for the first hour increments less than one full hour will be accrued in the component until such time as whole hours can be accumulated and reported on the next appropriate time and attendance report. Each such occurrence of quarter hour or smaller increments will be rounded to the next higher quarter hour for accumulation purposes.

(2) When an employee performs duty for which environmental differential is authorized under II Appendix J, the differential shall be paid for all hours in a pay status on the day in which the exposure occurs.

(d) Responsibilities.

(1) Operating Officials and supervisory personnel are responsible for:

(a) recognizing duties performed by employees for which environmental pay differential is authorized under the provisions set forth in this regulation;

(b) submitting proposals for such payment through appropriate administrative channels to the Director of Personnel;

(c) certifying that employees performed duty qualifying for environmental pay differential as an attachment to the time and attendance report.

(2) The Director of Personnel shall approve or reject requests for payment of environmental pay differential, and shall ensure that the differential is applied with consistency and equity on an Agency-wide basis.

(e) Reporting. Whenever an employee is entitled to environmental pay differential, the responsible operating official or supervisor shall attach the following completed certificate to the appropriate time and attendance report and submit to the Office of Finance at the end of the pay period in which the qualifying duty was performed.

CERTIFICATE OF ELIGIBILITY  
ENVIRONMENTAL PAY DIFFERENTIAL

This is to certify that \_\_\_\_\_ was exposed to \_\_\_\_\_ or participated in \_\_\_\_\_ qualifying for environmental pay differential of \_\_\_\_\_ percent in accordance with II Appendix J on each of the following days during the pay period from \_\_\_\_\_ to \_\_\_\_\_, and/or with I Appendix J for the following hours of exposure accumulated during the pay period from \_\_\_\_\_ to \_\_\_\_\_.

\_\_\_\_\_  
Certifying Official

c. REPORTING DUTY STATUS. Official time and attendance reports will record time actually worked in relation to the scheduled workweek of the activity concerned and will be prepared in accordance

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